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Special Overseas Orientation Schedule

12 - 13 April 1976

1A07 Headquarters

General

The purpose of this two-day training program is to sensitize trainees and their dependent spouses to the need for following good personal and physical security practices overseas. While it is realized that some people by habit, instinct, or experience are more aware of potential security threats than others, we can all improve our security status if we are aware of the risks involved and make a conscious effort to minimize them.

This Orientation is only a broad overview and an introduction to the subject, and offers no specific skills for coping with the terrorist threat and related criminal problem abroad. Trainees desiring more specialized familiarization, surveillance/countersurveillance and security, should consult their Training Officers for information on regular course offerings in these subjects.

Orientation Objectives

On completion of this Orientation, trainees will be able to:

1. Assess their personal and family situation in terms of the nature and variety of security threats abroad, the personnel security practices at various overseas posts, and the policy of the U. S. Government in dealing with the terrorist threat;
2. Recognize the need for effective security practices while living, working, traveling, and socializing abroad;
3. Relate the suggestions and experiences of Agency officers and other U. S. personnel who have served overseas to their own need to plan for and cope with a possible hostage situation or other crises.

25X1A

[REDACTED]  
Orientation Coordinator  
816 C of C

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12 APRIL (MONDAY)  
(Open to Agency Employees and Spouses)  
Orientation Coordinator - [REDACTED]  
LA07 Headquarters

25X1A

FIRST DAY

25X1A

0830 - 0900	Administration/Reading	Orientation Coordinator
0900 - 0930	Introductory Comments	[REDACTED]
0940 - 1100	<u>Nature of the Terrorist Threat, An Overview</u>  Scope of threat, principal terrorist groups, current trends, U. S. policy in dealing with terrorist groups.	International Terrorism Group (ITG)
1110 - 1200	<u>Coping with Possible Hostage Situations</u>  The potential victim, with emphasis on pre-planning and adaptive behavior, lessons learned from past experience.	Office of Medical Services (OMS)
1200 - 1300	Lunch	
1300 - 1520	<u>Physical, Residential, and Personal Security</u>  Common sense suggestions for protecting residences, apartments, vehicles, and installations against terrorist as well as criminal threats, managing the family overseas, handling servants, travel safeguards, and suggested precautionary measures during the conduct of social and recreational activities abroad.	Office of Security (OS)
1530 - 1550	<u>Bomb Threat</u>  Parcel and Package bombs and other explosive devices.	Office of Technical Services (OTS)
1600 - 1630	<u>Panel Discussion</u>  (Discussion of security problems overseas by a small panel of experienced Agency personnel.)	Panel to be Announced

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13 APRIL (TUESDAY)

(Open to Agency Employees Only)

Orientation Coordinator - [REDACTED]

1A07 Headquarters

25X1A

SECOND DAY

0830 - 0900 Administration/Reading Orientation Coordinator

0900 - 0950 Modus Operandi of Selected Terrorist Groups DDO Panel

Three panel members will provide brief talks on terrorist modus operandi in Latin America, the Near East (including Europe and Africa), and the Far East. Following the talks, the panel will be open for questions.

1000 - 1050 Modus Operandi Question Period DDO Panel

1100 - 1200 Dealing with Terrorists and Terrorism Office of Medical Services (OMS)

25X1A

1200 - 1300 Lunch

1300 - 1350 Case Histories

25X1A

Discussion of three recent case histories involving U. S. officials subjected to terrorist attack. (The class will be divided into groups for discussions of individual cases.)

1400 - 1500 Contingency Planning for Urban Survival

Suggested preparations, planning, and actions for urban survival in the event of a crisis.

1500 - 1530 Final Administration/Critique

Orientation Coordinator

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**25X1A**

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(When Filled In)

AGENCY TRAINING: INTERNAL  (Course Roster)		CHIEF INSTRUCTOR	COURSE						AGENCY	NONAGENCY		
			FACILITY									
TYPE	COURSE CODE	FACIL CODE	LOC	TOT HOURS	FROM DATE (m-d-y)	TO DATE	CONDITION	PHASES	FT/PT/COMB			
I	2-8	9-13	14-16	17-19	20-25	26-31	32	33	34-37			
NO.	EMPL NO. 38-43	44-46	NAME	SEX 47	YOB 48-49	D-N-R 50	EOD 51-54	OFF 55-58	GRADE 59-60	SD 61-63	REMARKS	TR
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*(When Filled In)*

AGENCY TRAINING: INTERNAL  (Course Roster)		CHIEF INSTRUCTOR	COURSE						AGENCY	NONAGENCY		
			FACILITY								ENROLLED	INCOMPLETE
											COMPLETED	CANCELED
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FIRST DAY

1. On a scale of from 1-5 (with 1 representing unsatisfactory, 2 - barely adequate, 3 - satisfactory, 4 - good, and 5 - outstanding) how would you evaluate the effectiveness of the first day's presentation in terms of the Orientation objectives?

(30-31 March Running) (Pilot Running) (7) (9) (2)

OBJECTIVE 1: / / / / /  
1 2 3 4 5

Tally 12-13 Apr:  
First Day 2 2 13 4 22 1

(30-31 March Running) (1) (15) (2)

OBJECTIVE 2: / / / / /  
1 2 3 4 5

Tally 12-13 Apr:  
First Day 1 0 1 11 2 20 1 7

(30-31 March Running) (1) (8) (7) (2)

OBJECTIVE 3: / / / / /  
1 2 3 4 5

Tally 12-13 Apr:  
First Day 2 4 2 19 2 13 2

Objectives: On completion of this Orientation, trainees will be able to:

1. Assess their personal and family situation in terms of the nature and variety of security threats abroad, the personnel security practices at various overseas posts, and the policy of the U.S. Government in dealing with the terrorist threat;
2. Recognize the need for effective security practices while living, working, traveling, and socializing abroad;
3. Relate the suggestions and experiences of Agency officers and other U.S. personnel who have served overseas to their own need to plan for and cope with a possible hostage situation or other crises.

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FIRST DAY

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2: Were there any subjects which were not clear to you and in need of additional clarification?

The ITG group lacked ability to provide a realistic approach to providing me with an understanding of the terrorist threat. Too many initials on groups, Agency functions and the capability of the three individuals to lull the audience into "dreamsville." It was a poor presentation. Suggest a younger panel with members who exhibit some enthusiasm for the subject.

No--Course is very slow moving, too much repetition.

No

The various aspects of [REDACTED] with regard to present security situations.

25X1A

More needed to be said about how to actually deal with a crisis situation.  
Not just "think about it now."

No

Not really, I guess.

[REDACTED]

25X1A

No

FIRST DAY

3. Were there any subjects which should be reduced or eliminated?

Physical, Residential, & Personal Security could be adequately covered in a one hour block.

No

No

No

Less general talk on terrorism--this has been saturated in media. For dependents half day would probably be sufficient. Too much repetition.

Practically all OMS delivery was contained in supplied literature.

The parts about naming most of the terrorist groups was too long. Could have been summed up better.

The second and third speakers from ITG could be greatly improved. The main speaker (the one who sat in the middle) was excellent.

My impression of the first day's briefings, etc. is "OVERKILL." In my opinion, much of the info discussed was of no real practical value and could be eliminated to save time.

General historical background provided by all speakers overlapped and was generally not pertinent--class not interested in historical development but rather the implied present threat.

No

Yes--the detailed situation of some terrorist groups.

A lot of excessive repetition.

No

I thought the panel was a good idea, but too long.

No. All were relevant.

No

No

None

None

All should be reduced.

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ITG group should be improved or eliminated.

FIRST DAY

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3. Were there any subjects which should be reduced or eliminated?

No

No

No

The whole ITG presentation could be eliminated or at least sharply reduced. It is too complex a subject for a short period. Moreover, none of those present really need to know which exact group is involved if they are ever in a real situation. JRA, PLO, splinter groups, Carlos, etc. need not be covered in detail. Much of the whole morning was redundant. It was pegged at far LOWER level than appropriate. We all read and are aware of much of what was presented.

No

I'm not sure. I've just returned from the CTTC course--and it seems so like overkill.

No

No

FIRST DAY

4. Were there any subjects that were not covered which you feel should have been covered?

Cover, particularly for TDY's, should be given an hour's discussion, perhaps including a panel to relate actual experiences.

Bomb threat discussion would have been interesting to hear.

No

No

No

Not on the first day of the Orientation.

More about security while walking, socializing, vacationing, etc.

None come to mind.

No

No

More emphasis on possible reactions to your presence (CIA) by the host country-- if it is not overly friendly.

Any helpful hints on being interrogated.

No

No

No

None

No

The no-deals policy of the U.S. Government.

Better coverage re role of women (wives) in assisting their husband's cover position.

No--except the Benefits & Services Section.

More on our cover situation and what is being done towards improvement.

No

Specifics about how individuals actually handle themselves. The movies were helpful.

FIRST DAY

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4. Were there any subjects that were not covered which you feel should have been covered?

No

Cover should have been dealt with in lecture form, rather than in the 5-min. panel discussion.

I'm not sure.

Interrogation tactics; what to do--not to do--when being interrogated (such as refusing to speak the language of the host country).

No

More attention might be devoted to the eventuality of an assassination attempt known to the intended victim and how he should react while the attempt is in process.

FIRST DAY

6. Do you have any other suggestions for improving the Orientation?

TOO long, less time should be spent on subject since most of us read, we know about subject covered and groups discussed. Also, there was no time set aside for reading handout material--since every hour was assigned except for lunch (you took the material back), I did not read any of it. (We were told this session began at 0900)

No

No

Panels were good, but some of speakers rambled excessively.

Reduce time to no more than a half-day. The facts and suggestions presented could have been delivered in less than a half-day = repetition seemed to be the order of the day. I believe this day's program should be optional for those who have previously served overseas.

Don't make the first day so long. By early afternoon everyone was tired of sitting and listening and were getting bored. Panel should have been allotted more time earlier in the afternoon.

The first panel discussing the different terrorist groups was a little dry. A list of the breakdown of the different groups and some maps showing locations would have been helpful.

Give the speakers name tags so that when questions are asked (especially with panels) they can be directed to specific people. Also, it would be nice to have the extra arms on the chairs to give a surface for note-taking.

More emphasis for role of spouse in providing the unstructured environment. Possibly have separate briefing for spouses with speakers addressing their particular concerns.

No

I don't feel this was geared at all towards dependents' point of view.

Cut out repetition.

Concentrate on other hostile forces--not just terrorist activities (such as other foreign nationals present and the host country).

Make the room warmer.

The woman doctor used two phrases, "Chinaman" and "Brer Rabbit" which are ethnically and racially derogatory. It was falsely assumed by all speakers that all employees present were male, and spouses female. Rather than saying husbands and wives, try "employees and dependents."

FIRST DAY

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6. Do you have any other suggestions for improving the Orientation?

I don't think the speakers realized that some of the wives have never been to briefings before and didn't know what their abbreviations meant such as DDO, etc.

No

I believe more films should be shown to keep a stronger interest in the subject. "Dog Day Afternoon" was mentioned several times as being a good film to see. Maybe it should be shown in class.

For the single officer, this course had nothing to offer. For those who go overseas without cover, this course had nothing to offer. It should not be required for those of ordinary intelligence.

Better ITG presentation. Improve movies. More time with discussions centered on the family of the officer and their role abroad re cover. Better cover briefings--audience was not enthralled by "Scarlet Pimpernel" story. 1600-1630 panel was lost and should/could use younger competent officers and not those ready for retirement. The only saving grace was the man from security.

No

Some of the lectures tend to "bog down" due to length. Should make an attempt to break the talks up more with visual aids and films.

A short synopsis should be presented to individuals respective of their assignments concerning terrorists activities as of the present date.

The afternoon presentation was particularly relevant and useful. That plus the movies and [redacted] would suffice.

No

As was pointed out yesterday, perhaps the Orientation should bear in mind that not every one going overseas is DDO, and some of the terminology could be less specific or tradecraft related. The first day seems to have accomplished one objective at least: informing the spouses. I believe that most Agency employees are aware of the threat and the measures to be taken when dealing with terrorism. Perhaps the course could be one given primarily to spouses. Bearing this in mind, it is a good idea nonetheless to have both husband and wife sit in together, to ensure communication of the points raised and a complete comprehension.

No. If the situation really happens, each of us will have to use our own wits to survive, but the course knowledge will help.

As a general orientation, course accomplished 3 basic goals as intended.

Break down into small seminar groups for discussion--instead of panel.

No

Perhaps more attention might be devoted to OMS views on the psychological impact of [redacted] of the victim to prevent the completion of the act.

FIRST DAY

5. Do you have any comments on the teaching techniques used, such as the use of films, panels, lectures, visual aids (Vu-graphs, etc.)?

Motorola film on why you should not live in mansions and have chauffered limos overseas didn't seem to apply to government travelers.

Films were interesting and speakers were good.

Most of the films reminded me of TV, especially the one by the LA county sheriff--it seemed like I was watching S.W.A.T.

Satisfactory

Films held interest and communicated information well.

Would recommend insertion of one more film (if available and relevant) into the day's proceedings.

Although, as indicated, the films' quality left something to be desired, they did get their points across.

The films were very good. Made you stop and think about it could really happen to you. The panel should have been started earlier in the day.

Films provided a nice change of pace.

It was very difficult to hear some of the speakers from the back of the room.

Excellent material and techniques.

None

Good visual aids.

I feel the films were interesting, informative, and gave many helpful hints on the do's and don't's overseas.

The films were most informative.

More visual aids may be more impressive.

Have the guest lecturer move about rather than staying in a fixed position-- It gets sleepy out in the audience otherwise.

Need more films.

Films are a vivid portrayal and good means of getting points across--overall teaching techniques were good.

Adequate.

5. Do you have any comments on the teaching techniques used, such as the use of films, panels, lectures, visual aids (Vu-graphs, etc.)?

A good mixture of film, lecture.

No

The speakers tend to use abv. such as DDO and CTC.

None

Films are very good.

Last panel -- 1600 - 1630 -- was poorly administered. No time was given to the "lady" to present a brief accounting of how she lived with the terrorist threat

25X1A

I especially enjoyed the films and the panel discussions.

Should attempt to procure additional films on subjects of terrorism and security.

No

No

Panels--small group discussions would be more effective and even an additional lecture would have covered the subjects brought up. If you have panels, the persons involved should be able to speak to each other on the topics at hand, and not merely sit and await questions from trainees.

No one seems to care that the films were out of focus--I thought [redacted] from OMS talked "condescendingly" (down) to the wives.

25X1A

Panel should have been longer.

Focus the films.

Basically good mixture of techniques--ITG panel, final panel, and films good.

The films were ill-chosen since they were overly Hollywoodish and didn't deal with the overseas threat.

SECOND DAY

1. Were there any subjects which were presented that were not pertinent to Orientation objectives?

No

No

No, But attempt should be made to reduce redundancy.

No

No

Can't think of any.

No

No

No -- some redundancy.

No

No

No

No

None

No

The morning presentation was redundant--again. Three reviews of the JRA is too much.

No

No

No

SECOND DAY

2. Were there any subjects which should have been covered in more detail?

Cover should be given more personalized treatment.

No

U.S. Gov't. responsiveness to security requests.

Perhaps more emphasis on what is being done on international front against terrorism.

No

No

No

I think more attention should have been given to how this situation will affect everyday living.

No

No

No

No

No

A specific address by speakers to threat to U.S. personnel, installations.

No

None

No

Specific recommendations for what to do and how to act.

No

No

Defensive countermeasures.

SECOND DAY

3. Do you have any suggestions for including new material?

No

U.S. Gov't. responsiveness to security requests. (Same as #2)

No

Include the film from the CTTC on defensive driving for those of us who won't have a chance to take the course.

Not at this time.

No

Information on general U.S. mission preparedness by individual agencies to complement our efforts or will be stick out by our efforts as opposed to our mission counterparts--case studies suggest this.

Perhaps more on defensive driving.

No

No

No

No

No

Better movies.

No

A chart depicting a block diagram of all the political/terrorist groups/subgroups, shoot-offs, etc. needs to be placed on the stage. The "initials" used by speakers are confusing and the "handout" is not inclusive.

SECOND DAY

4. If your spouse attended the first day of the Orientation, or if you have views as to the appropriateness of the first day's coverage for dependent spouses and witting adults, how would you rate the effect of the training?

<u>IMPACT</u>	<u>YES</u>	<u>NO</u>	<u>CONTENT</u>	<u>YES</u>	<u>NO</u>
Too intimidating	<u>3</u>	<u>10</u>	Too superficial	<u>6</u>	<u>6</u>
About right	<u>17</u>	<u>3</u>	About right	<u>14</u>	<u>2</u>
Too mild	<u>4</u>	<u>7</u>	More than required	<u>4</u>	<u>9</u>

SECOND DAY

5. Using the same scale as on the first day, from 1-5 (1-unsatisfactory, 2-barely adequate, 3-satisfactory, 4-good, and 5-outstanding), to what degree do you feel that the Orientation objectives were met at the end of the two-day program?

(30-31 March Running)  
(Pilot Running) (3) (11) (1)

OBJECTIVE 1: / / / / /  
1 2 3 4 5

Tally 12-13 Apr:  
Second Day 0 3 1 10 15 6

(30-31 March Running) (14) (1)

OBJECTIVE 2: / / / / /  
1 2 3 4 5

Tally 12-13 Apr:  
Second Day 0 1 1 5 1 20 5

(30-31 March Running) (4) (10) (1)

OBJECTIVE 3: / / / / /  
1 2 3 4 5

Tally 12-13 Apr:  
Second Day 1 1 7 1 18 4

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SECOND DAY

6. Do you feel that the present two-day coverage is too short, about right, or too long?

Too long in the sense that there was some repetition and overlapping coverage.

About right.

Too long, if it must be done, reduce the time.

About right.

I believe it is just about right.

About right.

Too long.

About right.

About right.

Some portions could have been shortened.

Much of the material was repetitious. Believe the course could be made shorter.

Too long.

About right.

About right.

About right.

About right.

O. K.

Too short.

About right.

**25X1A** Two-day coverage is perfect! [redacted] rep presented the most practical advice of the session.

About right.

About right.

About right.

Too long.

SECOND DAY

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6. Do you feel that the present two-day coverage is too short, about right, or too long?

Too long.

Too long. Lecturers should coordinate. Probably not enough material for 2 days.

About right.

About right.

Time seems sufficient.

SECOND DAY

7. What specific suggestions do you have for improving the Orientation, keeping in mind that this is only an introduction to the subject?

There are people in DDI in the course. Please explain jargon used by those in DDO, such as SW, E&E, etc.

Eliminate reading material--there is no opportunity to read it, so why bother to even compile it--it would be less work for you.

Second day's presentation was far superior to that of first day.

The panel discussions were good, but, again, it was repetitious. Believe it might be helpful if you could find out assignments of students attending the Orientation and then briefly touch on each post. THE USE OF THE WORDS COMMO BOY BY THE FIRST PANEL ON THE SECOND DAY WAS NOT NEEDED. WE ARE ALSO PROFESSIONALS.

I agree with those who suggested showing the CTTC film about defensive driving, if it is pointed out that it is an art that must be learned and shouldn't be attempted by everyone. It was presented in the above manner to an ops fam course I attended in Feb 74 down at the farm, and although the entire presentation (film and discussion) only lasted a short time; it was extremely educational.

None.

Don't have speakers summarize cases if class has read them. Restructure first day's final panel for more class participation. Don't have a panel at the end of the day--no co-op by class if they're looking to get out. [redacted] speaker was good--have for wives. 25X1A

I would rather have heard more specifics in regards to commo people. If the threat to us is less, same, or more than what was discussed. I feel the last talk of the day was the most informative and strongly feel my wife should have have been present.

More visual aids; less lecture type sessions. Best presentation was the last one which seemed to touch more on individual needs rather than case histories.

Concerning the first day--other than "reinforcing" learned skills--much of the information presented was repetitious (overkill), Agency personnel who have been overseas have been exposed to this subject material almost on a daily basis. Let the wives attend this first session on their own. The second day's orientation would be useful for the wives as well--much of the superficiality (perceived) of the first day was set aside.

As an introduction to the subject, in that sense it was helpful to create an awareness about your own attitudes towards your personal security here as well as abroad.

SECOND DAY

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7. What specific suggestions do you have for improving the Orientation, keeping in mind that this is only an introduction to the subject?

25X1A I think the program chairman, [REDACTED] needs to stress to each component to form their own orientation program to draw in experience within the component.

25X1A Spouses should be included for some of the second day's session, especially for the last speaker from [REDACTED]

25X1A I believe that the wives should have been here to hear the survival speech [REDACTED]

How can this critique be preclassified and exempted?

This portion was a little more interesting but provided very little new useful information. The case history panel added nothing to the handouts.

One day would be plenty.